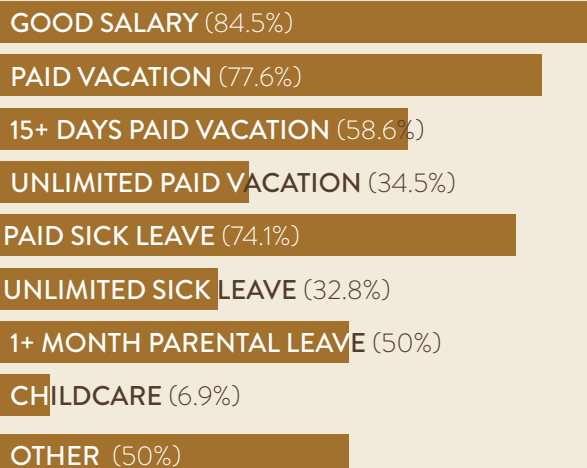


## GENERAL INFORMATION

Submissions	Countries submitted
58	7
Companies submitted	USA states submitted
53	15

## BENEFITS

## Breakdown of benefits



## Top 10 benefits listed under “other”

- Flexible work-from-home policy (7)
- Personal/professional development (4)
- Catered lunch (3)
- Group activities (3)
- Snacks (3)
- 100% employer-paid health care (2)
- Diversity resource groups/programs (2)
- Employee discounts (2)
- Sabbatical (2)
- Work that feels good to do (2)

## DIVERSITY &amp; INCLUSIVITY

Submitters that felt most included  
30 (51.7%)

## Top 10 efforts made to up diversity &amp; inclusion

- Advocacy groups run by employees
- Auditing internal diversity numbers
- Change in core company values
- Employee training
- Focus on equal treatment & opportunities
- Focus on hiring more people of color
- Hiring from bootcamps & diversity events
- Mentorship opportunities
- Removal of bias from hiring processes
- Transparent and open work culture

## HIRING

## 5 common steps in hiring processes

- Portfolio/work sample submission
- Résumé review
- 2 screening calls
- Take-home challenge
- Onsite interviews (ranging from 1.5 to 4 hours)

## 5 common things asked during screening calls

- Communication style
- How the candidate got into their field
- Previous work experience
- Willingness to relocate
- Technical skillset & process